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**Advancement of women**

**Afghanistan, Andorra, Antigua and Barbuda, Argentina, Armenia, Australia, Austria, Azerbaijan, Bahamas, Barbados, Belarus, Belgium, Belize, Benin, Bolivia, Bosnia and Herzegovina, Brazil, Cambodia, Canada, Chile, Colombia, Congo, Costa Rica, Croatia, Cyprus, Czech Republic, Denmark, Ecuador, Ethiopia, Fiji, Finland, France, Gambia, Germany, Greece, Guatemala, Guinea, Guyana, Hungary, Iceland, Indonesia, Ireland, Israel, Italy, Japan, Kenya, Kyrgyzstan, Latvia, Liechtenstein, Lithuania, Luxembourg, Malawi, Marshall Islands, Mexico, Monaco, Myanmar, Namibia, Netherlands, New Zealand, Nigeria, Norway, Paraguay, Peru, Philippines, Poland, Portugal, Republic of Korea, Republic of Moldova, Romania, San Marino, Senegal, Sierra Leone, Slovenia, South Africa, Spain, Swaziland, Sweden, Thailand, the former Yugoslav Republic of Macedonia, Turkey, United Kingdom of Great Britain and Northern Ireland and Uruguay: draft resolution**

## Improvement of the status of women in the United Nations system

*The General Assembly*,

*Recalling* Articles 1 and 101 of the Charter of the United Nations, as well as Article 8, which provides that the United Nations shall place no restrictions on the eligibility of men and women to participate in any capacity and under conditions of equality in its principal and subsidiary organs,

*Recalling also* the goal, contained in the Platform for Action adopted by the Fourth World Conference on Women,[1] of achieving overall gender equality, particularly at the Professional level and above, by the year 2000 and the further actions and initiatives set out in the outcome document adopted by the General Assembly at its twenty-third special session, entitled "Women 2000: gender equality, development and peace for the twenty-first century",[2]

[1] *Report of the Fourth World Conference on Women, Beijing, 4-15 September 1995* (United Nations publication, Sales No. E.96.IV.13), chap. I, resolution 1, annex II.

[2] Resolution S-23/3, annex.

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*Recalling further* its resolution 55/69 of 4 December 2000 on the improvement of the status of women in the United Nations system,

*Taking note* of Commission on Human Rights resolution 2001/50 of 24 April 2001[3] on integrating the human rights of women throughout the United Nations system, in particular paragraph 13, in which the Commission recognizes that gender mainstreaming will strongly benefit from the enhanced and full participation of women, including at the higher levels of decision-making in the United Nations system,

*Welcoming* the decision of the Secretary-General to include, in the performance appraisal of managers, information on the opportunities presented for the selection of women candidates and on progress made in improving women's representation, including efforts made to identify women candidates,

*Noting* Security Council resolution 1325 (2000) of 31 October 2000 on women, peace and security,

*Welcoming* the proposed system-wide medium-term plan for the advancement of women, 2002-2005, as recommended to the Economic and Social Council by the Commission on the Status of Women at its forty-fifth session,[4]

*Taking into account* the continuing lack of representation or under-representation of women from certain countries, in particular from developing countries, including least developed countries and small island developing States, and from countries with economies in transition,

*Taking note with appreciation* of those departments and offices that have achieved the goal of gender balance, as well as of those departments that have met or exceeded the goal of 50 per cent in the selection of women candidates for vacant posts in the past year,

*Welcoming* the progress made in maintaining and improving the representation of women at some levels of the Secretariat, particularly in geographical appointments, and welcoming the fact that the percentage of women appointed and promoted in the Secretariat has been maintained or increased, but expressing concern that progress in improving the representation of women at the senior and policy-making levels has been negligible,[5]

*Expressing concern* that there are currently no women acting as special representatives or envoys,

*Noting* that the statistics on the representation of women in the organizations of the United Nations system are not fully up to date,

1. *Takes note with appreciation* of the report of the Secretary-General and the actions described therein;[6]

2. *Reaffirms* the urgent goal of achieving 50/50 gender distribution in all categories of posts within the United Nations system, especially at senior and

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[3] See *Official Records of the Economic and Social Council, 2001, Supplement No. 3* (E/2001/23), chap. II, sect. A.

[4] See ibid., *Supplement No. 7* (E/2001/27), chap. I, sect. B, resolution 45/3.

[5] See A/56/472, para. 9.

[6] A/56/472.

policy-making levels, with full respect for the principle of equitable geographical distribution, in conformity with Article 101, paragraph 3, of the Charter of the United Nations, and also taking into account the continuing lack of representation or under-representation of women from certain countries, in particular from developing countries and countries with economies in transition;

3. *Welcomes*:

(a) The ongoing personal commitment of the Secretary-General to meeting the goal of gender equality and his assurance that gender balance will be given the highest priority in his continuing efforts to bring about a new management culture in the Organization, including full implementation of the special measures for the achievement of gender equality;[7]

(b) The pledge of the executive heads of the organizations of the United Nations system to intensify their efforts to meet the gender equality goals set out in the Beijing Declaration[8] and Platform for Action;[1]

(c) The inclusion of the objective of improving gender balance in action plans on human resources management for individual departments and offices, and encourages further cooperation, including the sharing of best-practice initiatives, between heads of departments and offices, the Special Adviser on Gender Issues and Advancement of Women and the Office of Human Resources Management of the Secretariat in the implementation of those plans, which include specific targets and strategies for improving the representation of women in individual departments;

(d) The continuing designation of focal points for women in United Nations peacekeeping operations, and requests the Secretary-General to ensure that the focal points are designated at a sufficiently high level and enjoy full access to senior management in the mission area and at Headquarters;

(e) The continued provision of specific training programmes on gender mainstreaming and gender issues in the workplace, tailored to meet the special needs of individual departments, commends those heads of departments and offices who have launched gender training for their managers and staff, and strongly encourages those who have not yet organized such training to do so by the end of the biennium;

4. *Regrets* that the goal of 50/50 gender distribution was not met by the end of the year 2000, and urges the Secretary-General to redouble his efforts to realize significant progress towards this goal in the near future;

5. *Expresses* concern that, in five departments and offices of the Secretariat, women still account for less than 30 per cent of staff,[9] and encourages the Secretary-General to intensify his efforts to meet the goal of gender balance within all departments and offices of the Secretariat;

6. *Requests* the Secretary-General, in order to achieve and maintain the goal of 50/50 gender distribution with full respect for the principle of equitable geographical distribution, in conformity with Article 101, paragraph 3, of the Charter:

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[7] ST/AI/1999/9.

[8] *Report of the Fourth World Conference on Women, Beijing, 4-15 September 1995* (United Nations publication, Sales No. E.96.IV.13), chap. I, resolution 1, annex I.

[9] See A/56/472, para. 11.

(a) To develop innovative recruitment strategies to identify and attract suitably qualified women candidates, particularly from and in developing countries and countries with economies in transition, other Member States that are unrepresented or under-represented in the Secretariat and in occupations in which women are under-represented;

(b) To encourage the United Nations system, its agencies and departments to make more effective use of existing information technology resources and systems and other established methods to disseminate information about employment opportunities for women and to better coordinate rosters of potential women candidates;

(c) To continue to monitor closely the progress made by departments and offices in meeting the goal of gender balance, to ensure that the appointment and promotion of suitably qualified women will be not less than 50 per cent of all appointments and promotions until the goal of 50/50 gender distribution is met, including through full implementation of the special measures for women, and to effectively encourage, monitor and assess the performance of managers in meeting targets for improving women's representation;

(d) To enable the Office of the Special Adviser on Gender Issues and Advancement of Women to monitor effectively and facilitate progress in the implementation of the strategic action plans for the achievement of gender balance and the special measures for women, including by ensuring access to the information required to carry out that work;

(e) To intensify his efforts to create, within existing resources, a gender-sensitive work environment supportive of the needs of his staff, both women and men, including through the development of policies for flexible working time, flexible workplace arrangements and child-care and elder-care needs, as well as through the provision of more comprehensive information to prospective candidates and new recruits on employment opportunities for spouses, the provision of support for the activities of women's networks and organizations within the United Nations system and the expansion of gender-sensitivity training in all departments, offices and duty stations;

(f) To strengthen further the policy against harassment, including sexual harassment by, inter alia, ensuring the full implementation of the guidelines for its application at Headquarters and in the field, including in peacekeeping operations;

7. *Strongly encourages* the Secretary-General to renew his efforts to appoint more women as special representatives and envoys to pursue good offices on his behalf, especially in matters related to peacekeeping, peace-building, preventative diplomacy and economic and social development, as well as in operational activities, including appointment as resident coordinators, and to appoint more women to other high-level positions;

8. *Encourages* the Secretary-General and the executive heads of the organizations of the United Nations system to continue to develop common approaches for retaining women, promoting inter-agency mobility and improving career development opportunities;

9. *Encourages* the United Nations and Member States to continue to implement the outcome of the twenty-third special session of the General Assembly,

entitled "Women 2000: gender equality, development and peace for the twenty-first century", pertaining to the improvement of the status of women in the United Nations system;[2]

10. *Strongly encourages* Member States:

(a) To support the efforts of the United Nations and the specialized agencies to achieve the goal of 50/50 gender distribution, especially at senior and policy-making levels, by identifying and regularly submitting more women candidates for appointment to positions in the United Nations system, by identifying and proposing national recruitment sources that will assist the organizations of the United Nations system in identifying suitable women candidates, in particular from developing countries and countries with economies in transition, and by encouraging more women to apply for positions within the Secretariat, the specialized agencies, funds and programmes and the regional commissions, including in areas in which women are under-represented, such as peacekeeping, peace-building and other non-traditional areas;

(b) To identify women candidates for assignment to peacekeeping missions and to improve the representation of women in military and civilian police contingents;

(c) To identify and regularly submit more women candidates for appointment or election to intergovernmental, expert and treaty bodies;

(d) To identify and nominate more women candidates for appointment or election as judges or other senior officials in international courts and tribunals;

11. *Requests* the Secretary-General to report on the implementation of the present resolution, including by providing up-to-date statistics on the number and percentage of women in all organizational units and at all levels throughout the United Nations system, and on the implementation of departmental action plans for the achievement of gender balance, to the Commission on the Status of Women at its forty-sixth session and to the General Assembly at its fifty-seventh session.